

Maddin Hauser's
Employment Law
Symposium

A Practical Guide to Managing Workplace Risks and Rewards

Wednesday, June 21, 2017

Ronald A. Sollish

Analyzing Work Place Disability Issues

- Who is a disabled individual?
- When do I have to make work place accommodations?
- Disability discrimination claims.

James M. Reid

Why Wage and Hour Claims Will Remain at Record Highs

- Learn what to expect under Trump administration.
- Understand the importance of updated job descriptions and ability to work remotely.
- Identify legal versus illegal deductions and time keeping practices.

Kaitlin A. Brown

Employee Handbook Policies:

The Importance of Regular Updates and Training

- Policies that expand an employer's potential liability.
- Policies that reduce an employer's potential liability.
- Training employees and management about compliance and enforcement.

Kevin M. Henry

It's COMP-licated: Tricky Compensation Issues for Employers

- Risks and rewards when utilizing incentive compensation.
- A brief review of Michigan's "equal pay" standards and statutes.
- How to avoid claims under the Michigan Sales Commission Act.

Marc S. Wise

Affordable Care Act – Destination Unknown

- Summary of Washington health care ideas.
- What should employers/employees expect?
- What should employers be doing?

Michelle C. Harrell

Bullard-Plawecki Employee Right to Know Act: Managing Risk When Producing a Personnel File

- Highlighting the fundamentals of the Bullard-Plawecki Act.
- The anatomy of a personnel file.
- How to produce confidential information and understanding the restrictions on production of employee disciplinary documents.

Richard M. Mitchell

Employment Litigation Update and Trial Concerns

- Litigation update: what new threats to employers are brewing in the courts.
- Choice of venue: federal vs. state court remedies and considerations in arbitration.
- An evidentiary primer: what comes in and what stays out at trial.

Charles M. Lax

Retirement Plan Loans: Do You Really Want to be Your Employee's Banker?

- How do the rules work?
- Why you want to offer them?
- Why you don't want to offer them?

R.J. Cronkhite

Employer Cybersecurity:

Protect Your Company's Data and Trade Secrets

- What are best technology practices to prevent and address data theft and destruction?
- How do I wield the new Defend Trade Secrets Act to protect my company?
- Which handbook policies must I implement now, before a data breach occurs?

Adam M. Blaylock

Worker Classification and Joint Employer Liability Issues

- When are my contractors actually employees?
- When are someone else's employees actually my employees?
- Minimizing the risks of misclassification and joint employer relationships status.

Recertification

Pending Credits for:

HR Certification Institute
3.5 General Credit Hours

SHRM
(Society for HR Management)
3.5 PDCs: SHRM-CPSM or SHRM-SCPSM

American Payroll Association
3.5 RCHs